

# Exhibit 1



U.S. Equal Employment Opportunity Commission

## Title VII of the Civil Rights Act of 1964 Charges (Charges filed with EEOC) (includes concurrent charges with ADEA, ADA, EPA, and GINA) FY 1997 - FY 2018

The following chart represents the total number of charges filed and resolved under Title VII.

Receipts include all charges filed under Title VII as well as those filed concurrently under the ADA, ADEA, EPA and/or GINA. Therefore, the sum of receipts for all statutes will exceed total charges received.

The data are compiled by the Office of Research, Information and Planning from data reported via the quarterly reconciled Data Summary Reports and compiled from EEOC's Charge Data System and, from FY 2004 forward, EEOC's Integrated Mission System.

This does not include charges filed with state or local Fair Employment Practices Agencies.

	FY 1997	FY 1998	FY 1999	FY 2000	FY 2001	FY 2002	FY 2003	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018
Receipts	58,615	58,124	57,582	59,588	59,631	61,459	59,075	58,328	55,976	56,155	61,159	69,064	68,710	73,058	71,914	71,578	67,558	63,589	63,900	65,090	59,466	53,694
Resolutions	62,533	60,888	59,085	57,136	54,549	56,392	52,227	51,355	46,885	44,228	53,631	58,104	64,304	77,644	82,980	79,310	70,175	63,061	66,046	69,673	70,405	63,948
Resolutions By Type																						
Settlements	2,272	2,657	3,748	4,828	4,493	5,362	5,215	5,365	4,991	5,165	6,423	6,416	6,292	7,024	7,251	6,675	5,927	5,094	5,467	4,927	4,242	3,574
	3.6%	4.4%	6.3%	8.5%	8.2%	9.5%	10.0%	10.4%	10.6%	11.7%	12.0%	11.0%	9.8%	9.0%	8.7%	8.4%	8.4%	8.1%	8.3%	7.1%	6.0%	5.6%
Withdrawals w/Benefits	1,924	1,767	2,084	2,251	2,201	2,188	2,188	2,151	2,405	2,373	2,907	3,427	3,542	3,746	3,850	3,658	3,663	3,416	3,475	3,669	3,469	3,434
	3.1%	2.9%	3.6%	3.9%	4.0%	3.9%	4.2%	4.2%	5.1%	5.4%	5.4%	5.9%	5.5%	4.8%	4.6%	4.6%	5.2%	5.4%	5.3%	5.3%	4.9%	5.4%
Administrative Closures	17,405	16,114	14,265	11,439	10,766	9,791	9,225	8,563	7,255	7,143	9,475	9,827	12,104	12,790	13,372	11,811	11,108	10,487	10,862	11,040	10,475	8,998
	27.8%	26.5%	24.1%	20.0%	19.7%	17.4%	17.7%	16.7%	15.5%	16.2%	17.7%	16.9%	18.8%	16.5%	16.1%	14.9%	15.8%	16.8%	16.4%	15.8%	14.9%	14.1%
No Reasonable Cause	38,731	37,792	35,614	33,822	32,075	34,671	32,418	32,646	29,344	27,178	32,123	35,695	39,418	50,290	55,314	54,197	47,062	42,295	44,259	48,162	50,305	45,877
	61.9%	62.1%	60.3%	59.2%	58.8%	61.5%	62.1%	63.6%	62.6%	61.4%	59.9%	61.4%	61.3%	64.8%	66.7%	68.3%	67.1%	67.0%	67.0%	69.1%	71.5%	71.7%
Reasonable Cause	2,201	2,558	3,374	4,796	5,014	4,380	3,181	2,630	2,890	2,426	2,703	2,739	2,948	3,794	3,193	2,969	2,415	1,769	1,983	1,875	1,914	2,065
	3.5%	4.2%	5.7%	8.4%	9.2%	7.8%	6.1%	5.1%	6.2%	5.5%	5.0%	4.7%	4.6%	4.9%	3.8%	3.7%	3.4%	2.8%	3.0%	2.7%	2.7%	3.2%
Successful Conciliations	568	671	859	1,091	1,177	1,080	747	697	788	618	840	841	905	996	946	1,070	985	631	741	764	719	852

	0.9%	1.1%	1.5%	1.9%	2.2%	1.9%	1.4%	1.4%	1.7%	%	1.6%	1.4%	1.4%	1.3%	1.3%	1.1%	1.3%	1.4%	1.0%	1.1%	1.1%	1.0%	1.3%
Unsuccessful Conciliations	1,633	1,887	2,515	3,705	3,837	3,320	2,434	1,933	2,102	1,808	1,863	1,898	2,043	2,798	2,247	1,899	1,430	1,138	1,242	1,111	1,195	1,213	
	2.6%	3.1%	4.3%	6.5%	7.0%	5.9%	4.7%	3.8%	4.5%	4.1%	3.5%	3.3%	3.2%	3.6%	2.7%	2.4%	2.0%	1.8%	1.9%	1.6%	1.7%	1.9%	
Merit Resolutions	6,397	6,982	9,206	11,875	11,708	11,930	10,584	10,146	10,286	9,964	12,033	12,582	12,782	14,564	14,294	13,302	12,005	10,279	10,925	10,471	9,625	9,073	
	10.2%	11.5%	15.6%	20.8%	21.5%	21.2%	20.3%	19.8%	21.9%	22.5%	22.4%	21.7%	19.9%	18.8%	17.2%	16.8%	17.1%	16.3%	16.5%	15.0%	13.7%	14.2%	
Monetary Benefits (Millions)*	\$88.7	\$78.0	\$113.1	\$142.4	\$141.1	\$141.7	\$138.7	\$128.6	\$146.0	\$126.5	\$220.0	\$201.4	\$214.4	\$229.8	\$247.8	\$258.6	\$255.9	\$197.9	\$230.5	\$224.5	\$234.0	\$233.7	

\* Does not include monetary benefits obtained through litigation.

The total of individual percentages may not always sum to 100% due to rounding.

EEOC total workload includes charges carried over from previous fiscal years, new charge receipts and charges transferred to EEOC from Fair Employment Practice Agencies (FEPAs). Resolution of charges each year may therefore exceed receipts for that year because workload being resolved is drawn from a combination of pending, new receipts and FEPA transfer charges rather than from new charges only.

Definitions of Terms

Historical Data